



January 2014

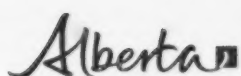
Facts on Alberta

Living and Doing Business in Alberta

FACTS ON ALBERTA

LIVING AND DOING BUSINESS IN ALBERTA





PROVINCIAL POPULATION:	4,025,074 as of July 1, 2013
AREA:	Over 661,000 square kilometres
MAJOR CITIES POPULATION:	<i>Edmonton (metropolitan area) – 1,230,100 (2012)</i> <i>Calgary (metropolitan area) – 1,309,200 (2012)</i>
GROSS DOMESTIC PRODUCT:	\$311.9 billion (2012, current dollars) \$288.5 billion (2012, chained 2007 dollars)
REAL ECONOMIC GROWTH: (chained 2007 dollars)	2012: 3.8% 2011: 5.2% 2010: 4.5%
ECONOMIC BASE:	<i>Traditional</i> <ul style="list-style-type: none">♦ Oil and Gas♦ Petrochemicals♦ Primary Agriculture♦ Food and Beverage Processing♦ Forestry Products♦ Financial Services♦ Tourism♦ Industrial Machinery and Fabricated Metals <i>Emerging</i> <ul style="list-style-type: none">♦ Biotechnology and Pharmaceuticals♦ Nanotechnology♦ Software Development♦ Electronics and Microelectronics♦ Environmental Technologies
PUBLIC AND PRIVATE INVESTMENT:	\$98.2 billion (2012)
UNEMPLOYMENT RATE:	4.6% (2012) 5.5% (2011) 6.5% (2010)
GOVERNMENT:	The Alberta government's strategy combines natural advantages with a positive business climate that encourages investment and growth. This includes: <ul style="list-style-type: none">♦ a low tax regime;♦ streamlined regulations;♦ a strong fiscal framework; and♦ a modern infrastructure of transportation, utilities, education and health.

This report is based on information and sources considered to be reliable at time of publication.

TABLE OF CONTENTS

ALBERTA - FRESH OPPORTUNITIES	1
• Business	1
• Lifestyle	1
ECONOMY	2
• Alberta Economic Results	2
• Alberta Economic Indicators	3
• Economic Well-Being	4
• Economic Structure	6
PRODUCTIVITY	7
TAXATION	10
• Personal Income Taxes	11
• Interprovincial Tax and Health Care Premium Comparison	12
• Corporate Taxation	14
• Research and Development Tax Credits	16
• Municipal Taxation	17
REAL ESTATE	18
• Industrial Real Estate	18
• Commercial Real Estate	19
• Residential Housing	21
LABOUR FORCE	23
• Employment	23
• Skilled Labour	26
• Wages and Salaries	26
• Employment Standards	28
INVENTORY OF MAJOR ALBERTA PROJECTS	30
TRANSPORTATION	31
• Railways	31
• Highways	32
• Air Service	32
POST-SECONDARY EDUCATION	33
• Alberta Universities and Technical Institutes	34
• University of Alberta	34
• University of Calgary	35
• MacEwan University	36
• Athabasca University	36
• Northern Alberta Institute of Technology (NAIT)	37
• Southern Alberta Institute of Technology (SAIT)	37
• University of Lethbridge	38
• Mount Royal University	38
• Public and Private Colleges	39
• Educational Support	40
RESEARCH AND DEVELOPMENT COMMUNITY	42
• Alberta's Research and Innovation System	43
• Research Funding at Campus Alberta	43



Alberta - Fresh Opportunities

Business

Alberta has been blessed with an abundance of natural resources that have formed the foundation of its thriving economy. The Alberta government has built on this foundation by engineering an economic plan and creating a positive business climate that encourages investment, fosters diversification and allows businesses to compete successfully around the globe. The result is one of the most vibrant and competitive economies in the world. Overall, Alberta's globally competitive business climate consists of:

- a diverse and strong economy;
- a young, skilled and productive workforce;
- a strong commitment to innovation and knowledge-based progress;
- a highly entrepreneurial and competitive business community;
- a business-friendly province committed to responsible regulation;
- the lowest overall tax load of any province in Canada, including no provincial sales tax;
- a modern and efficient infrastructure;
- an abundance of natural resources; and
- a fiscally responsible provincial government.

Lifestyle

Each year, thousands of people move to Alberta, drawn by personal or business opportunities and the exceptional standard of living. Alberta is a prosperous province, where residents share a rich natural environment and enjoy outstanding opportunities in recreation, arts and culture. In particular, Alberta offers:

- safe, modern cities and charming small towns and villages;
- cultural diversity;
- accessible education and health care;
- recreation and leisure opportunities;
- music, dance, film, literature, theatre and visual arts experiences;
- sporting events, fairs and rodeos;
- internationally recognized museums, national parks and world heritage sites; and
- clean, beautiful, natural environment.

Economy

In 2012 Alberta's economy expanded by 3.8%, the highest provincial growth rate. Over the long term a well trained workforce, investment in machinery and equipment, productivity enhancing innovations and an increasingly diversified economy will contribute to Alberta's predominance in national economic strength.

Alberta Economic Results

- Over the last two decades (1992 – 2012), Alberta had the highest Gross Domestic Product (GDP) growth rate in Canada, at 3.6% per year. In 2012 Alberta's economy grew by 3.8%. Most private sector forecasters expect the province to continue to lead the country in economic growth over the long term.
- Alberta's exports of goods increased by 1.7% between 2011 and 2012 to an estimated \$95 billion. This relatively weak increase was mainly the result of lower commodity prices (for items such as natural gas and chemicals). Export volumes rose strongly, led by surging crude oil export volumes.
- Alberta's manufacturing shipments increased 3.4% from 2011 to 2012 (from \$71.1 billion to \$73.5 billion).
- The province consistently has the highest investment per capita among provinces. In 2012, Alberta investment per capita was \$25,177, more than double the national average. A total of \$98.2 billion was invested in 2012, more than twice the amount invested in 2002.
- Average annual employment in the province in 2012 increased by more than 55,000 over 2011. Between 2002 and 2012, employment increased by an average of 47,300 per year.
- Alberta's average unemployment rate in 2012 was the lowest in Canada at 4.6%.

Interprovincial Indicators

Province	2013 Population (000s)	Unemployment Rate 2012 (%)	2012 GDP (\$ millions)		Real Economic Growth (%, at 2007 Prices)			
			Current \$	Constant \$	2002-2012	2010	2011	2012
Newfoundland and Labrador	527	12.5	33,817	27,585	1.1	5.9	2.9	-4.4
Prince Edward Island	145	11.3	5,547	4,901	1.7	2.2	1.0	1.5
Nova Scotia	941	9.0	38,397	35,990	1.2	3.0	0.6	-0.1
New Brunswick	756	10.2	31,543	28,146	1.1	2.0	0.3	-1.1
Quebec	8,155	7.8	357,859	327,161	1.6	2.3	1.8	1.5
Ontario	13,538	7.8	674,485	619,331	1.5	3.4	2.2	1.3
Manitoba	1,265	5.3	58,245	54,633	2.3	2.6	1.7	2.6
Saskatchewan	1,108	4.7	77,929	58,581	2.6	4.2	5.0	1.9
Alberta	4,025	4.6	311,898	288,548	3.1	4.5	5.2	3.8
British Columbia	4,582	6.7	219,994	208,961	2.4	3.3	2.7	1.5
Canada	35,158	7.2	1,819,967	1,661,559	1.9	3.4	2.5	1.7

Source: Statistics Canada

Alberta Economic Indicators

	2007	2008	2009	2010	2011	2012	% Change	
							'07-'12	'11-'12
Demographics:								
Population ('000's), as of July 1	3,512.9	3,592.2	3,672.7	3,723.8	3,778.1	3,873.7	10.3%	2.5%
Net international migration (July 1 through June 30)	30,080	34,596	37,085	24,100	16,705	37,990	26.3%	127.4%
Net inter-provincial migration (July 1 through June 30)	33,809	15,317	13,184	(3,271)	8,443	28,170	-16.7%	233.6%
Labour Force:								
Employment ('000's)	1,991.3	2,053.7	2,025.2	2,016.6	2,094.1	2,149.6	7.9%	2.7%
Employment Growth ('000's)	74.8	62.4	(28.5)	(8.6)	77.5	55.5		
Unemployment Rate (%)	3.5	3.6	6.6	6.5	5.5	4.6		
Labour Productivity - Business Sector (GDP per hour worked)	65.50	65.00	65.20	67.80	68.30	68.80	5.0%	0.7%
Employment Insurance beneficiaries (#)	16,838	17,702	56,556	49,778	34,562	26,708	58.6%	-22.7%
Average Weekly Earnings (\$, incl. overtime)	873	924	960	993	1,039	1,073	23.0%	3.3%
Wages and Salaries (\$ millions)	106,509	115,379	110,006	112,756	122,331	133,224	25.1%	8.9%
Gross Domestic Product:								
Gross Domestic Product, nominal (\$millions)	259,087	295,126	246,717	270,100	298,049	311,898	20.4%	4.6%
Gross Domestic Product, chained 2007\$ (millions)	259,087	263,515	252,811	264,164	277,940	288,548	11.4%	3.8%
Real GDP growth (%)	1.7	1.7	(4.1)	4.5	5.2	3.8		
Construction:								
Capital investment, construction and M&E (\$ millions)	83,933	89,744	65,695	81,343	90,026	98,193	17.0%	9.1%
Capital investment per capita (\$)	23,894	24,963	17,887	21,844	23,828	25,348	6.1%	6.4%
Building permits (\$millions)	15,730	13,141	11,277	11,425	12,768	14,663	-6.8%	14.8%
Housing starts (number)	48,336	29,164	20,298	27,088	25,704	33,396	-30.9%	29.9%
Consumer Spending and Income:								
Retail trade (\$million)	61,487	61,614	56,478	59,849	64,006	68,877	12.0%	7.6%
Household income (\$million)	162,873	174,622	169,088	174,519	187,439	203,019	24.6%	8.3%
Household disposable income (\$million)	116,695	126,418	124,808	130,884	141,139	153,716	31.7%	8.9%
New car sales (number)	257,050	238,413	186,768	204,537	224,147	247,785	-3.6%	10.5%
MLS, units sold	70,954	56,045	57,543	49,723	53,755	60,369	-14.9%	12.3%
MLS, average price (\$)	357,483	353,748	341,818	352,301	353,390	363,208	1.6%	2.8%
Consumer Price Index (2002=100)	117.9	121.6	121.5	122.7	125.7	127.1	7.8%	1.1%
Consumer bankruptcies (number)	4,768	6,066	9,986	8,150	7,029	5,759	20.8%	-18.1%
International and Inter-Provincial Trade:								
International exports - goods (\$millions)	81,559	110,248	69,846	78,743	93,215	94,826	16.3%	1.7%
International exports - goods & services (\$millions)	92,310	115,703	77,076	83,308	97,783	99,102	7.4%	1.3%
Business Entry & Exit:								
Incorporations (number)	48,791	43,515	35,143	39,126	41,323	41,985	-13.9%	1.6%
Business bankruptcies (number)	449	447	405	378	264	230	-48.8%	-12.9%
Energy:								
Value of oil and gas production (\$millions)	80,663	106,130	64,336	73,948	89,935	83,992	4.1%	-6.6%
- Synthetic and Bitumen (\$millions)	27,436	39,931	30,275	38,145	50,971	51,436	87.5%	0.9%
Crude oil production ('000 m3)	107,799	107,279	111,691	119,230	129,721	143,779	33.4%	10.8%
- Synthetic and Bitumen ('000 m3)	69,190	70,031	77,453	85,371	94,251	104,547	51.1%	10.9%
Oil sands share of oil production	64.2%	65.3%	69.3%	71.6%	72.7%	72.7%		
Natural gas gross production (million m3)	165,587	157,664	146,632	139,420	133,434	125,958	-23.9%	-5.6%
Wells drilled - completion basis (number)	14,453	15,346	6,699	9,493	10,605	6,928	-52.1%	-34.7%
Number of active drilling rigs (average #)	241	236	128	207	286	250	3.7%	-12.6%
Manufacturing:								
Manufacturing sales (\$millions)	65,731	70,146	54,462	60,586	71,076	73,497	11.8%	3.4%
Wholesale:								
Wholesale trade (\$millions)	60,587	66,361	56,057	60,848	69,973	77,674	28.2%	11.0%
Agriculture:								
Farm cash receipts (\$millions)	8,674	10,182	9,351	9,007	10,515	12,002	38.4%	14.1%

Sources: Industry Canada, Service Alberta, Canada Mortgage and Housing Corporation, Canadian Real Estate Association, Statistics Canada, Alberta Enterprise and Advanced Education, Canadian Association of Oil Well Drilling Contractors, Energy Resources Conservation Board.

Economic Well-Being

Alberta boasts a high standard of living. The standard of living of Albertans, as measured in GDP per capita, was the highest of all provinces in 2012 – 50% above the Canadian average. In fact, Alberta has the highest per capita GDP of any state or province in North America.

Standard of Living by Province 2012

(GDP per Capita)

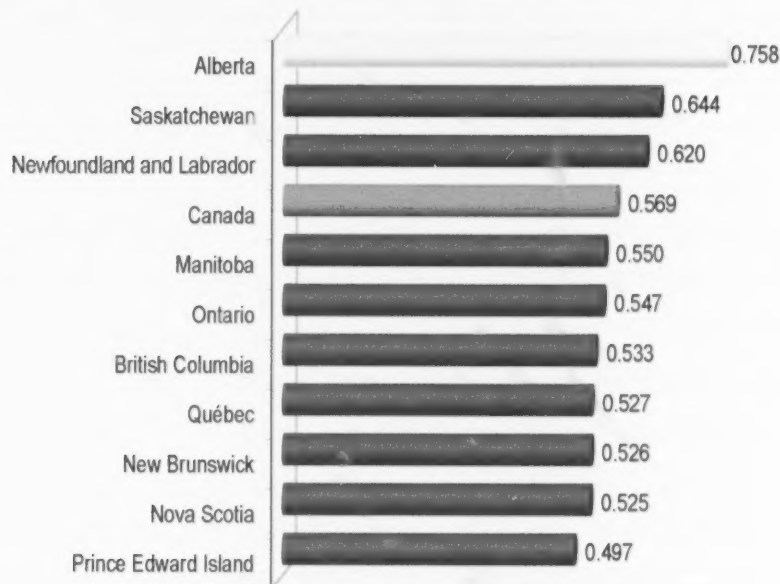


Note: Current dollar GDP
Source: Statistics Canada

Alberta has been the nation's leader in economic well-being since 1993, as measured by the index published by the Centre for the Study of Living Standards. In 2012, Alberta maintained the top spot in the nation with an index of 0.758 out of a possible score of 1.000. The index value for Alberta is 33% higher than the Canadian average.

The Index of Economic Well-Being focuses on consumption rather than production and emphasizes the household perspective. It includes measures of wealth, the distribution of income and wealth, economic security, environmental sustainability and non-market activities such as household work.

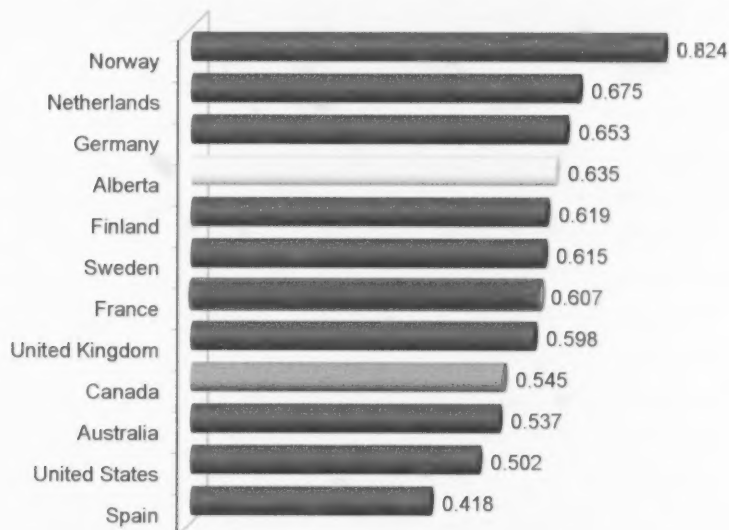
Index of Economic Well-Being by Province, 2012



Note: Measures consumption flows, wealth stocks, income distribution, and economic security.
Source: Centre for the Study of Living Standards

The province's strong performance in economic well-being indicators was also evident in international comparisons. In 2011, Alberta ranked fourth when compared to 11 OECD nations in an international comparison of economic well-being.

Index of Economic Well-Being – International Comparison, 2011



Note: Measures consumption flows, wealth stocks, income distribution, and economic security.
Source: Centre for the Study of Living Standards

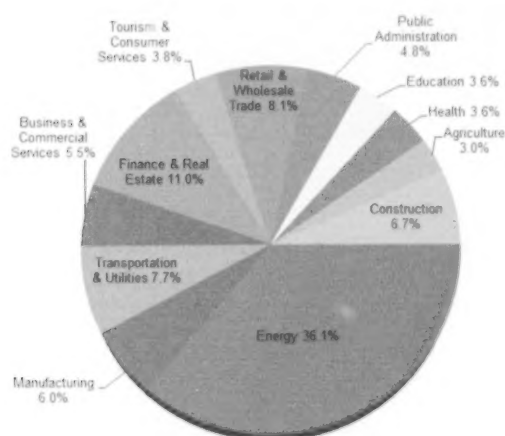
Economic Structure

Energy remains the key driver of Alberta's economy, accounting for almost one-fifth of the province's GDP in 2012. However, compared to 1985, energy's contribution to GDP has declined from 36.1% to 23.3% in 2012, a result of growth in other sectors of the economy.

The five non-energy sectors that registered the strongest expansion from 1985 to 2012 were: business and commercial services (5.5% to 10.9%); construction (6.7% to 10.6%); finance and real estate (11.0% to 13.6%); health services (3.6% to 5.1%); and manufacturing (6.0% to 7.2%). The combined contribution of these four sectors increased from 32.8% in 1985 to 47.4% in 2012.

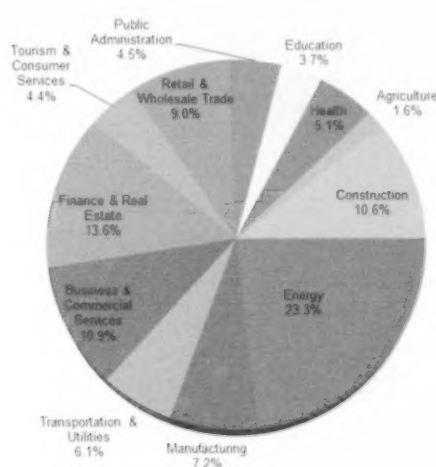
Distribution of GDP – 1985

Total GDP at Market Prices: \$66.8 Billion



Distribution of GDP – 2012

Total GDP at Market Prices: \$311.9 Billion



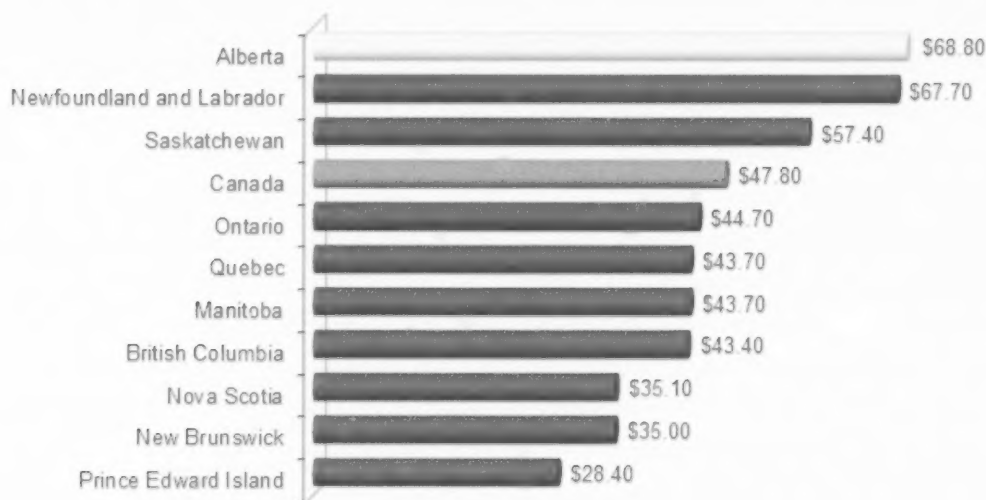
Sources: Alberta Enterprise and Advanced Education and Statistics Canada

Productivity

Productivity measures the efficiency with which resources are employed in the production process. It is the most important source of long-term economic growth and increased standard of living as it addresses the overall performance of a company or economy through achieving greater resource allocation, human resource efficiency, increased innovation, technology diffusion and capital investment.

Productivity is an essential component to the success and health of every company in Alberta and the overall standard of living of Albertans. Alberta has a favourable environment that supports productivity: low taxes, a well-developed innovation system, a skilled labour force, and a culture of innovation and entrepreneurship. In 2012, Alberta's labour productivity – measured as the ratio of output (GDP) to labour inputs (hours worked) – was higher than that of any other province. Total value added (or GDP) per hour in the business sector in Alberta was 44% higher than the Canadian average.

Labour Productivity by Province – Business Sector 2012
(Real GDP per hour worked)



Note: GDP at basic prices in chained 2007 dollars
Source: Statistics Canada

The mining and oil and gas, information services, real estate, finance and insurance and manufacturing sectors had the highest labour productivity in Alberta in 2012.

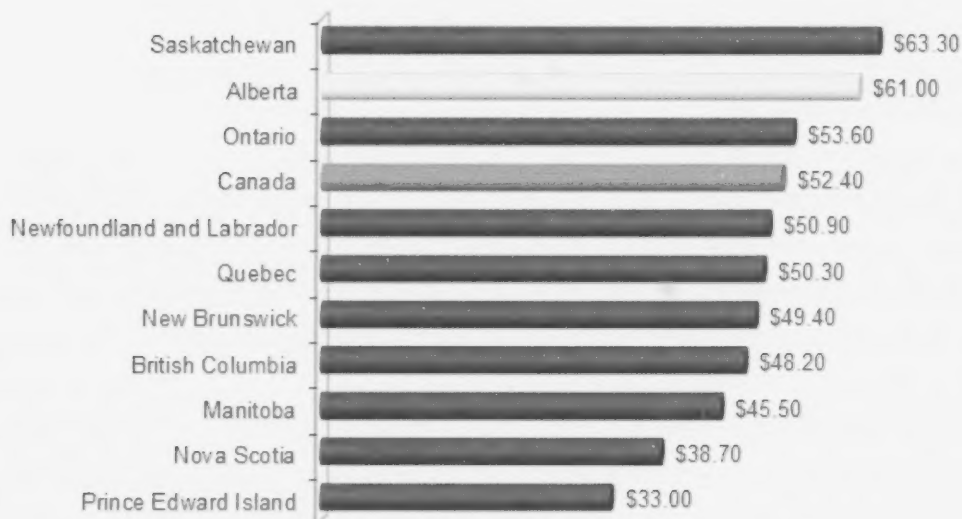
Labour Productivity by Industry in Alberta, 2012
(real GDP per hour worked)



Note: GDP at basic prices in chained 2007 dollars
Source: Statistics Canada

Alberta's manufacturing sector had the second highest productivity of all provinces, partly because of its highly productive chemical, machinery and food processing industries. In 2012, the total value added per hour in Alberta exceeded the Canadian manufacturing average by 16%.

Manufacturing Sector Labour Productivity by Province, 2012
(real GDP per hour worked)



Note: GDP at basic prices in 2007 chained dollars
Source: Statistics Canada

Alberta has a commitment to creating a supportive environment for companies in the province to improve their productivity and become successful in world markets. For example, Alberta's provincial scientific research and experimental development (SR&ED) tax credit is worth 10% of a company's eligible expenditures up to \$4 million, for a maximum credit of \$400,000.

Alberta Competitiveness Act

Improving competitiveness is part of the Government of Alberta's clear plan for strong economic recovery. The government has committed to ensuring the province's industries are competitive and able to attract investment to provide jobs and sustain prosperity. Introduced and passed during the spring 2010 sitting of the Legislature, the *Alberta Competitiveness Act* is a means to bring government, industry and Albertans together. The goal is to develop a shared strategy that will measure the province's overall competitiveness and identify where action needs to be taken to improve competitiveness.

Taxation

Albertans have the lowest overall personal taxes in Canada

- Alberta's personal tax advantage results from a low single rate tax system, including the highest basic and spousal exemptions in the country, no general sales tax, the lowest gasoline tax rate, and no health care premiums.

Alberta businesses have the lowest overall business taxes in Canada

- Alberta's business tax advantage results from low corporate income tax rates, no capital tax, no general sales tax, no payroll tax, and the lowest gasoline tax among the provinces.

Major Provincial Tax Rates, 2013

Rates as of July 1, 2013		BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL
Corporate Income Tax											
General Rate	(%)	11.0	10.0	12.0	12.0	11.5	11.9	12.0	16.0	16.0	14.0
Mfg. & Proc. Rate	(%)	11.0	10.0	10.0	12.0	10.0	11.9	12.0	16.0	16.0	5.0
Small Business											
Rate	(%)	2.5	3.0	2.0	0.0	4.5	8.0	4.5	3.5	1.0	4.0
Threshold	(\$'000)	500	500	500	400	500	500	500	400	500	500
Capital Tax											
Financial Institutions	(max %)	-	-	3.25	4.0	-	-	4.0	4.0	5.0	4.0
Health Care Premiums											
Indiv./ family (max)	(\$)	66.50/133 ⁽¹⁾	-	-	-	300 ⁽²⁾	200	-	-	-	-
Employer Payroll Tax	(max %)	-	-	-	2.15	1.95	4.26 ⁽³⁾	-	-	-	2.00
Provincial Sales Tax	(%)	7.0	-	5.0	7.0	8.0	9.975 ⁽⁴⁾	8.0	10.0	9.0 ⁽⁴⁾	8.0
Fuel Tax											
Gasoline	(¢/litre)	21.2 ^(5,6)	9.0	15.0	14.0	14.7 ⁽⁶⁾	18.2 ⁽⁶⁾	13.6 ⁽⁶⁾	15.5 ⁽⁶⁾	15.8 ⁽⁷⁾	16.5 ⁽⁶⁾
Tobacco Tax	(\$/ctn)	44.60 ⁽⁶⁾	40.00	42.00 ⁽⁶⁾	50.00	24.70 ⁽⁶⁾	25.80	34.00 ⁽⁶⁾	43.04 ⁽⁶⁾	50.80	38.00 ⁽⁶⁾
Hotel Room Tax ⁸	(%)	0.0	4.0	0.0	0.0	0.0	0.0	-	-	-	-

Notes:

1. BC health care premiums are paid monthly.
2. Ontario annual health premium per individual is prorated based on taxable income (TI). TI under \$20,000 premium is nil. TI of \$20.0K to \$25.0K premium is 6% of income > \$20.0K; TI \$25.0K to \$36.0K premium is \$300; TI \$36.0K to \$38.5K premium \$300 + 6% of income > \$36.0K; TI \$38.5K to \$48.0K premium \$450; TI \$48.0K to \$48.6K \$450 + 25% of income > \$48.0K; TI \$48.6K to \$72.0K premium is \$600; TI \$72.0K to \$72.6K premium \$600 + 25% income over \$72.0K; TI \$72.6K to \$200.0K premium is \$750; TI \$200.0K to \$200.6K \$750 + 25% of income over \$200.0K; TI \$200.6K or more premium is \$900.
3. Quebec levies a compensation tax of up to 3.9% on salaries and wages paid by financial institutions that is not included in this rate.
4. These provinces apply their retail sales tax on the retail price of the good inclusive of the Goods and Services Tax (GST).
5. An additional 9 cents/litre is imposed in the greater Vancouver area, and 3.5 cents/litre in Victoria. This rate includes the carbon tax on gasoline. Quebec increased its fuel tax from 1.2 cents/litre to 18.2 cents/litre effective April 1, 2012.
6. These provinces apply their retail sales tax or the provincial portion of the Harmonized Sales Tax (HST) on the retail price of the good inclusive of the particular excise tax. In BC, gasoline is subject to HST but receives immediate point of sale rebate for the provincial portion of the HST.
7. This rate is based on 7.1 cents/litre base rate and 10.7% of the average wholesale price. The rate is calculated on a monthly basis with the total tax capped at 15.8 cents/litre.
8. Alberta is the only province that charges a tourism levy. This revenue is dedicated to tourism marketing and development. With the exception of Ontario, provinces/municipalities charge Destination Marketing Fees to fund tourism marketing. All provinces charge PST and/or GST on rooms.

Note: PEI introduced HST of 14.0% effective April 1, 2013.

BC changed their HST back to PST and GST effective April 1, 2013.

Sources: PriceWaterhouseCoopers, Tax Facts and Figures 2013; Alberta Finance; Hotel Association of Canada

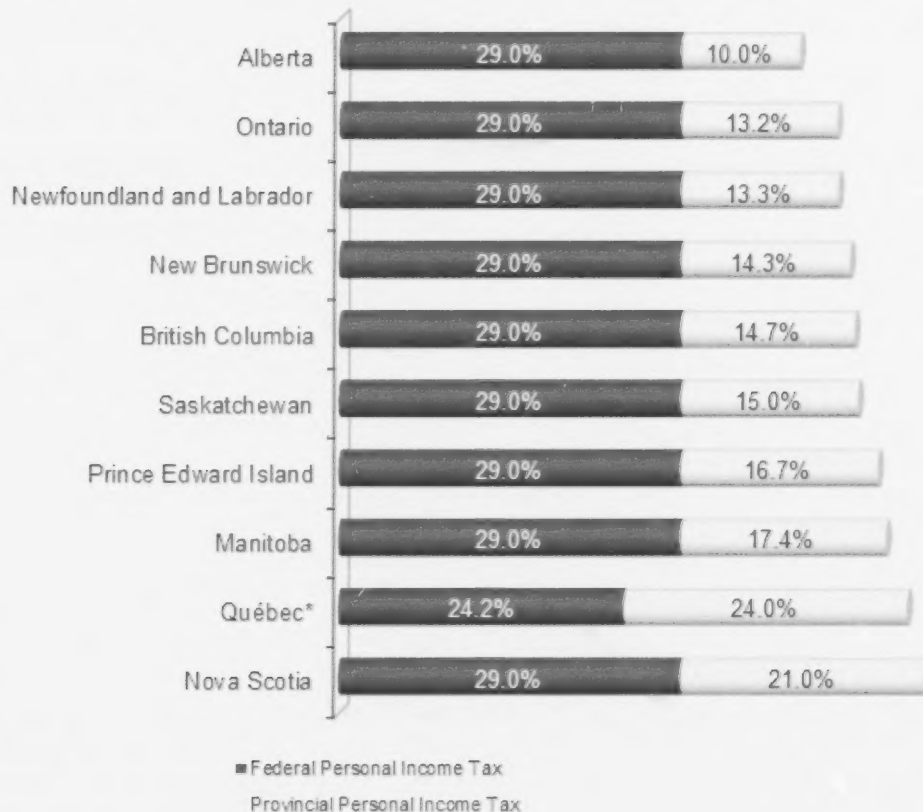
Personal Income Taxes

Alberta's low personal income taxes allow people to spend or invest more of their own money according to their wishes. Alberta's low top marginal tax rate rewards the efforts of Albertans and attracts skilled workers from around the world, further fuelling an already dynamic economy.

Alberta indexes its personal income tax system to offset inflation, protecting taxpayers. For the 2013 tax year, an additional \$311 was added to the basic, spousal and eligible dependant amounts, raising them to \$17,593, up from \$17,282 in 2012.

The annual indexing of the Alberta Family Employment Tax Credit began in July 2006. The maximum benefits as of July 2013 are: \$728 for one child; \$1,390 for two children; \$1,787 for three children; and \$1,919 for four or more children. The income level at which the credit starts to phase out is \$35,525.

Top Marginal Personal Income Tax Rates 2013



*Federal rates that apply in Quebec have been reduced by the 16.5% "Quebec abatement".

Note: Includes Surtaxes

Source: PricewaterhouseCoopers (PWC) Tax Facts

Albertans benefit from not having to pay a general provincial sales tax. This particularly helps Albertans with lower incomes.

Personal Taxable Income Brackets and Rates by Province – 2013

	Basic Amount	Basic Brackets and Rates (rates apply starting at the brackets shown)					Surtax thresholds and Rates**
Alberta	\$17,593	\$0 10%					N/A
British Columbia	\$10,276	\$0 5.06%	\$37,569 7.70%	\$75,139 10.50%	\$86,269 12.29%	\$104,754 14.70%	
Manitoba	\$8,884	\$0 10.80%	\$31,001 12.75%	\$67,001 17.40%			
New Brunswick	\$9,388	\$0 9.39%	\$38,955 13.46%	\$77,909 14.46%	\$126,663 16.07%		
Newfoundland and Labrador	\$8,451	\$0 7.70%	\$33,749 12.50%	\$67,497 13.30%			N/A
Northwest Territories	\$13,546	\$0 5.90%	\$39,454 8.60%	\$78,909 12.20%	\$128,287 14.05%		N/A
Nova Scotia	\$8,481	\$0 8.79%	\$29,591 14.95%	\$59,181 16.67%	\$93,001 17.50%	\$150,001 21.00%	N/A
Nunavut	\$12,455	\$0 4.00%	\$41,536 7.00%	\$83,072 9.00%	\$135,055 11.50%		N/A
Ontario	\$9,574	\$0 5.05%	\$39,724 9.15%	\$79,449 11.16%	\$509,001 13.16%		\$4,289 (\$69,963), 20% \$5,489 (\$82,422), 36%
Prince Edward Island	\$7,708	\$0 9.80%	\$31,985 13.80%	\$63,970 16.70%			\$12,500 (\$98,145) 10.00%
Quebec*	\$11,195	\$0 16.00%	\$41,096 20.00%	\$82,191 24.00%	\$100,001 25.75%		N/A
Saskatchewan	\$15,241	\$0 11.00%	\$42,907 13.00%	\$122,590 15.00%			

*In Quebec, the federal component of tax is reduced by the 16.5% abatement of basic federal tax.

**Surtax rates apply to provincial tax above surtax thresholds. Figures in brackets are the taxable income levels that correspond to the thresholds, assuming only the basic personal credit is claimed.

Sources: KPMG; TaxTips Website (www.taxtips.ca/marginaltaxrates.htm).

Interprovincial Tax and Health Care Premium Comparison

Alberta's overall personal taxes are the lowest in Canada in 2013. For example, a two-income family with two children, earning an income of \$100,000 per year, pays \$6,531 less in taxes in Alberta than in Nova Scotia and \$3,572 less than residents of Ontario.

Albertans also benefit from the elimination of personal health care premiums which came into effect on January 1, 2009. Eliminating premiums in their entirety means that Alberta's tax system is even more competitive and equitable. The elimination results in significant savings – about \$1 billion – for individual Albertans and Alberta businesses each year. This is roughly equal to a 12% reduction in personal income taxes.

Employment Income of \$200,000 – Two-Income Family with Two Children (\$) – 2013

	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL
Provincial Income Tax	11,299	13,332	15,694	20,390	13,533	20,897	16,619	21,529	20,892	17,154
Provincial Sales Tax	3,935		3,357	3,690	4,921	5,150	4,840	5,811	5,043	4,819
Health Care Premium	1,152				1,013	400				
Payroll Tax				1,464	1,758	4,139				620
Fuel Tax	953	405	675	630	662	819	612	698	711	743
Total Provincial Tax	17,339	13,737	19,726	26,174	21,887	31,405	22,071	28,038	26,646	23,336

Employment Income of \$100,000 – Two Income Family with Two Children (\$) – 2013

	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL
Provincial Income Tax	3,654	4,901	4,858	7,427	3,870	6,743	6,404	7,808	7,782	6,262
Provincial Sales Tax	2,188		1,914	2,107	2,792	2,701	2,720	3,331	2,877	2,725
Health Care Premium	1,152				675	300				
Payroll Tax				732	879	2,070				310
Fuel Tax	953	405	675	630	662	819	612	698	711	743
Total Provincial Tax	7,947	5,306	7,447	10,896	8,878	12,633	9,736	11,837	11,370	10,040

Employment Income of \$75,000 – One-Income Family with Two Children (\$) – 2013

	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL
Provincial Income Tax	3,188	3,031	3,130	5,647	3,627	3,616	5,305	6,885	6,673	5,585
Provincial Sales Tax	1,710		1,529	1,669	2,184	2,072	2,136	2,593	2,248	2,125
Health Care Premium	1,152				450	200				
Payroll Tax				549	659	1,552				233
Fuel Tax	635	270	450	420	441	546	408	465	474	495
Total Provincial Tax	6,685	3,301	5,109	8,285	7,361	7,986	7,849	9,943	9,395	8,438

Employment Income of \$35,000 – One-Income Family with Two Children (\$) - 2013

	BC	AB	SK	MB	ON	PQ	NB	NS	PEU	NL
Provincial Income Tax	691	(1,375)	(566)	907	(1,110)	(3,671)	840	1,719	1,936	1,402
Provincial Sales Tax	689		1,022	1,122	745	1,331	1,430	1,744	1,497	1,408
Health Care Premium	461				225	100				
Payroll Tax				256	308	724				109
Fuel Tax	634	270	450	420	441	546	408	465	474	495
Total Provincial Tax	2,476	(1,105)	906	2,705	609	(970)	2,678	3,928	3,907	3,414

Notes:

Calculations are based on other provinces' tax parameters known as of February 22, 2013.

Assumptions:

- In provinces that impose payroll taxes, 75% is assumed to be borne by employees and 25% by employers. The same 75/25 split is assumed for the net health care insurance premiums.
- Fuel tax is based on estimated consumption of 3,000 litres per year for one-income families and 4,500 litres for two-income families.
- RRSP/RPP contributions of \$0, \$6,000, \$9,700 and \$22,970 are included in the calculation of personal income tax for the \$35,000, \$75,000, \$100,000 and \$200,000 families, respectively.
- For two-income families, income and RRSP/RPP contributions are split 60/40 between the two spouses.
- The children in each family are assumed to be 6 and 12 years old.

Source: Alberta Treasury Board and Finance, *Budget 2013*

Corporate Taxation

Alberta provides an attractive tax environment for business. Alberta's low taxes on capital investment are a key factor in encouraging businesses to invest in new technologies and machinery, increasing innovation and boosting productivity. Ultimately this results in a higher standard of living for all Albertans. In addition, Alberta has no provincial capital or payroll taxes, which are common in many other provinces and U.S. states.

Provincial Corporate Income Tax Rates – July 2013

	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL
General (%)	11.0	10.0	12.0	12.0	11.5	11.9	12.0	16.0	16.0	14.0
Mfg. & Processing (%)	11.0	10.0	10.0	12.0	10.0	11.9	12.0	16.0	16.0	5.0
Small Business (%)	2.5	3.0	2.0	0.0	4.5	8.0	4.5	3.5	1.0	4.0

Source: Canada Revenue Agency, PWC Tax News Network

Federal Corporate Tax Rates – 2013

(in currency of country)

Federal Corporate Tax Rates (in currency of country)	Canada 2013	United States 2013
Corporate Income Tax (%) ^a		
Top General Statutory Rate	15.0	35.0
Manufacturing Rate	15.0	32.73
Small Business	11.0	34.0
Combined Effective (Cdn. Federal + AB & US Federal + State Avg.)	25.0	39.2
General Sales Tax (%) ^b	5.0	-
Social Security ^c	4.95 % (max. \$2,356 on max. contributory earnings of \$47,600)	6.2% (max. \$7,049 on max. contributory earnings of \$113,700)
Employment Insurance/ Unemployment Tax (employer premiums) ^d	1.82% (max. \$501/week on max. insurable earnings of \$47,400)	6.2% (\$434 on taxable wage limit of \$7,000)
Medicare	-	1.45%

Notes:

- a) Canada: Federal small business rate is currently being applied to taxable income up to C\$400,000. United States: The small business rate is the effective federal rate on taxable income of US\$335,000 approximating the Canadian federal small business threshold. Combined effective rate shows the basic federal and a weighted average state corporate marginal income tax rate.
- b) This refundable value-added tax has no net cost once input tax credits (refunds) have been claimed.
- c) Represents Canada Pension Plan and U.S. Social Security. In Canada, employee and employer contribution rates were 4.95% of the employee pensionable earnings to a maximum contribution to the plan of \$2,218. Individuals who earn less than \$3,500 annually do not need to contribute to the plan. The tax exempt amount for U.S. Social Security is \$13,560 per year.
- d) Canada: All rates shown are maximum rates paid by employers at 1.4 times the employee premium and are levied at the federal level only. United States: Employers who pay the state unemployment tax receive an offset credit of up to 5.4% regardless of the rate of tax they pay the state. Therefore, the net FUTA tax rate can be as low as 0.8%, for a maximum federal tax of \$56.00 per employee, per year. State law determines individual state unemployment insurance tax rates.
For the 2011 calendar year the employee's share of US unemployment tax has been reduced to 4.2%.

Sources: PriceWaterhouseCoopers, *Tax Facts and Figures 2013*; Canada Revenue Agency.

Research and Development Tax Credits

Federal Scientific Research and Experimental Development Program

The Scientific Research and Experimental Development (SR&ED) Program is a federal tax incentive program to encourage Canadian businesses of all sizes and in all sectors to conduct research and development (R&D) in Canada. The SR&ED Program is the largest single source of federal government support for industrial research and development.

Generally, a Canadian-controlled private corporation (CCPC) can earn an investment tax credit (ITC) of 35% up to the first \$3 million of qualified expenditures for SR&ED carried out in Canada, and 20% on any excess amount. Other Canadian corporations, proprietorships, partnerships, and trusts can earn an ITC of 20% of qualified expenditures for SR&ED carried out in Canada.

Normally, a CCPC with a taxable income in the immediately preceding year that does not exceed the qualifying income limit may receive a portion of the ITC earned as a refund, after applying these tax credits against taxes payable. The ITC earned by a Canadian corporation that is not a CCPC is non-refundable, but may be used to reduce any taxes payable. The ITC earned by a proprietorship or certain trusts may be partially refunded after applying these tax credits against taxes payable.

To qualify for the SR&ED Program, work must advance the understanding of scientific relations or technologies, address scientific or technological uncertainty, and incorporate a systematic investigation by qualified personnel.

Work that qualifies for SR&ED tax credits includes:

- experimental development to achieve technological advancement to create new materials, devices, products, or processes, or to improve existing ones;
- applied research to advance scientific knowledge with a specific practical application in view;
- basic research to advance scientific knowledge without a specific practical application in view; and
- support work in engineering, design, operations research, mathematical analysis, computer programming, data collection, testing, or psychological research, but only if the work is commensurate with, and directly supports, the eligible experimental development, or applied or basic research.

For further information please see www.cra-arc.gc.ca/txcrdt/sred-rsde/menu-eng.html

Alberta Scientific Research and Experimental Development Program

The Alberta Scientific Research and Experimental Development (SR&ED) tax credit is a key action in the provincial strategy to build a next generation economy in Alberta through technological innovation and the development of value-added sectors. It benefits businesses conducting research and development that will lead to new, improved or technologically advanced products or processes.

The Alberta SR&ED tax credit is over and above the federal SR&ED credit, helping to further the research and development investments made by Alberta companies. The credit is for all expenditures incurred after December 31, 2008 which are also eligible for the federal credit. The Alberta SR&ED tax credit is worth 10% of a company's eligible expenditures up to \$4 million, for a maximum credit of \$400,000. It will be refundable for all companies.

For further information see <http://eae.alberta.ca/economic-development/technology/support/taxcredit.aspx>.

Municipal Taxation

In Alberta, the assessment of residential property for the purposes of municipal and education taxation is based on market value as set out in the *Municipal Government Act* and Regulations. There are two levies against assessable property in the province: the Municipal Levy, used to fund municipal services, and the Alberta Education Levy, collected on behalf of the provincial government to help fund education.

All business occupants in the cities of Calgary and Edmonton are assessed for business taxation. Business tax is calculated based on the assessed value of the space occupied by the business, multiplied by the annual tax rate as set by each city council. For 2013, the business tax rate for Calgary is 7.58%.

Edmonton no longer has a business mill rate. Instead the City of Edmonton has developed a Business Revitalization Zone (BRZ) tax assessment. A BRZ tax assessment is a value placed on any space occupied or used by a person for the purpose of operating a business that is situated in a BRZ. The assessment is for taxation purposes only and does not reflect the profitability of a business. To find out more about the BRZs see [www.edmonton.ca/business_economy/documents/1 - 2013 BRZ brochure.pdf](http://www.edmonton.ca/business_economy/documents/1_-_2013_BRZ_brochure.pdf)

Real Estate

Industrial Real Estate

Alberta offers industrial real estate that is well serviced and meets a variety of needs. Smaller municipalities, such as Lethbridge and Red Deer, have facilities and land with rates that are competitive with larger centres.

Technology/R&D Space – Triple Net Rent* Per Square Foot – Second Quarter 2013



Notes:

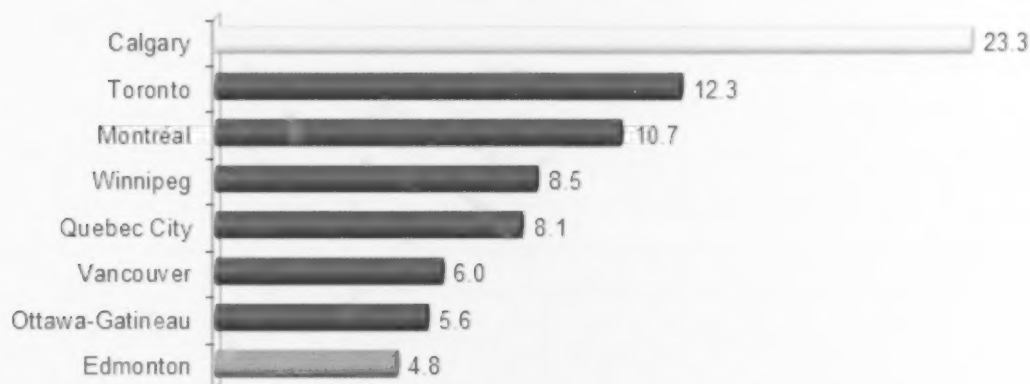
*Triple Net Rent includes rent (annual) payable to the landlord and does not include additional expenses such as taxes, insurance, maintenance, janitorial and utilities.

Source: Colliers International, *North America Industrial Real Estate Highlights*, Second Quarter 2013

Commercial Real Estate

Calgary is home to the highest concentration of corporate head office employment and the highest number of head offices per capita in Canada. Edmonton, the capital of Alberta, is the location of most of the provincial and federal government offices.

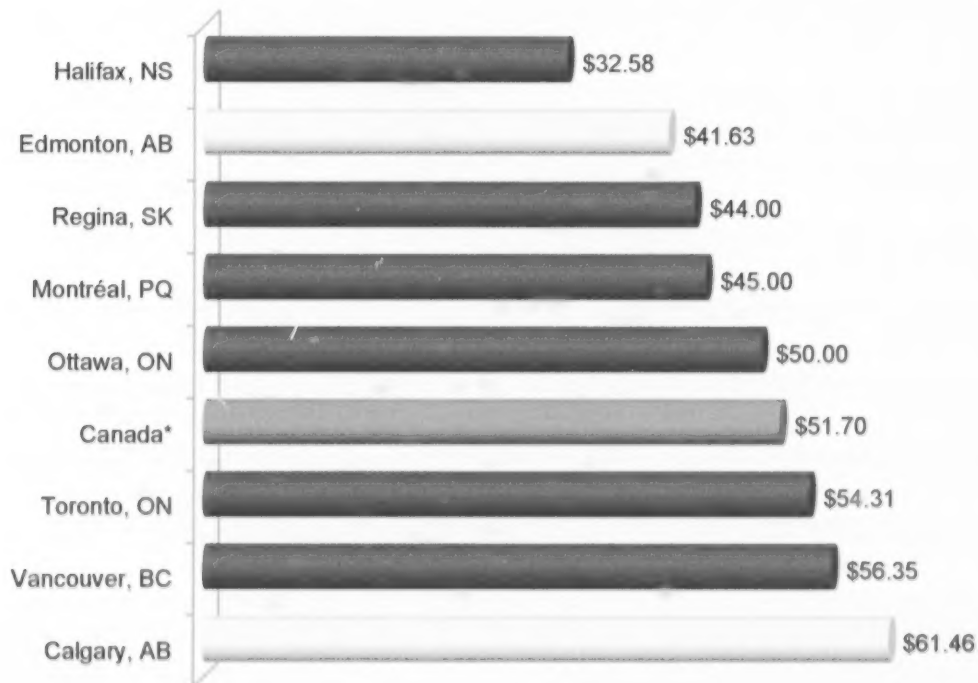
Head Office Employment per 1,000 Population in 2011



Source: Statistics Canada, Table 528-0001, *Head offices and head office employment*

Calgary and Edmonton Class "A" rates are competitive when compared to other major metropolitan areas in North America. With several office towers completed recently, the office vacancy rate in Calgary has increased and rents have decreased slightly. Moreover, with a further 2.5 million square feet currently under construction further downward pressure on rents is likely. In Edmonton, rental rates have remained fairly stable and should remain so as a result of absorption of almost 700,000 square feet during the past two years. More than one million square feet of office space are currently under construction in Edmonton. The Alberta marketplace is set to benefit from recent strong job gains, record in-migration levels and a commodity sector that continues to post robust growth.

Downtown Class 'A' Office Space, Average Annual Quoted Rent Per Square Foot, 2013



Notes:

* weighted average

Source: Colliers International, *North America Office Real Estate Highlights*, Second Quarter 2013

Residential Housing

RBC Financial Group's housing affordability index measures the proportion of median pre-tax household income required to service the cost of mortgage payments, property taxes and utilities for a home. As of the second quarter of 2013, Alberta home affordability remained attractive.

As Alberta's economy continues on a solid growth path in 2013 and is forecast to lead the country in economic growth in 2014, RBC expects brisk housing activity to persist.

Home Ownership: Provincial Affordability Comparisons

Percentage of household income taken up by ownership costs

(A lower affordability index value indicates increased affordability)

	Detached Bungalow	Standard Two-Storey	Standard Condominium
Canada*	42.7	48.4	27.9
British Columbia	67.6	72.8	33.8
Alberta	32.4	34.5	19.6
Saskatchewan	37.2	40.8	25.0
Manitoba	38.1	39.9	24.2
Ontario	44.1	50.1	29.5
Quebec	33.5	42.5	26.5
Atlantic Canada	31.6	36.3	26.1

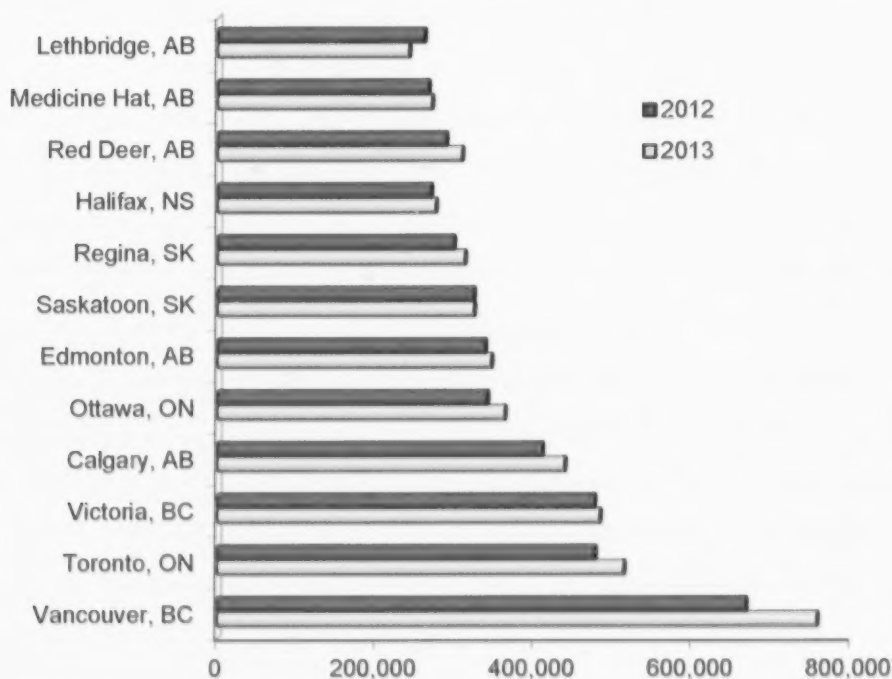
*Population weighted average

Source: RBC Financial Group, *Housing Trends and Affordability, Second Quarter 2013*

Housing Prices

Average residential prices in Edmonton and Calgary increased slightly from July 2012 to July 2013. As a result, housing prices in Edmonton and Calgary remain competitive in comparison to other large urban centres in Canada. The average MLS prices for residences in Calgary and Edmonton as of July 2013 are respectively 42% and 54% less than the cost of residences in Vancouver. Prices in Alberta's other urban centres, with the exception of Fort McMurray, are comparable to other cities across Canada.

Average MLS Residential Prices for July 2012 and 2013



Note: no MLS information was available for Québec City and Montréal

Source: Canadian Real Estate Association

Labour Force

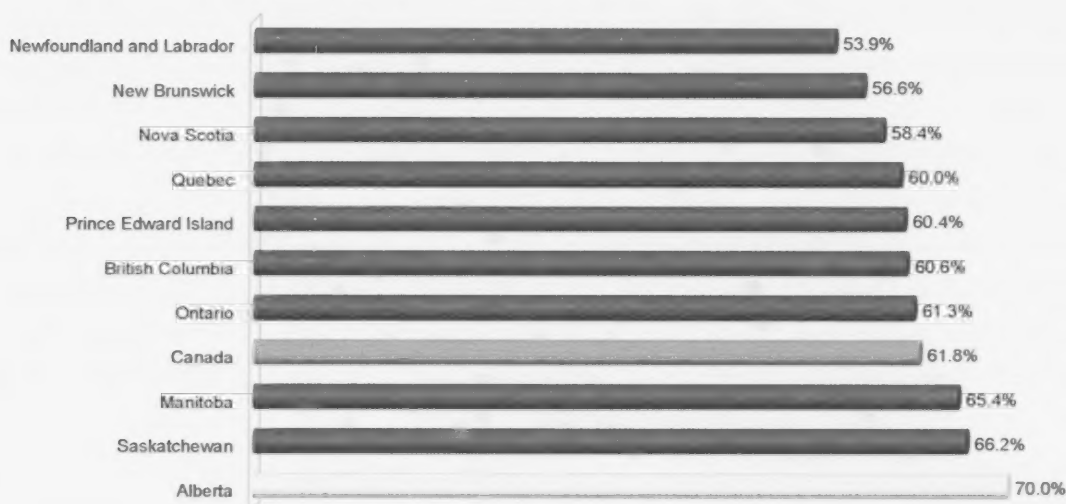
Employment

In 2012, Alberta had the highest labour force participation rate^a among the provinces at 73.4%, higher than the national average of 66.7%. At the same time, Alberta also had the highest employment rate^b at 70.0% and the lowest unemployment rate^c among all provinces at 4.6%.

Between 2011 and 2012 the number of people employed in Alberta increased by 2.7% or by 55,500. Over the past 10 years the number of people employed in the province of Alberta has grown by 473,100.

The sectors with the largest employment gains between 2011 and 2012 were mining and oil and gas (up 22,400) and construction (up 15,800). These two sectors also registered the largest increases on a 10-year basis, with employment gains in construction totaling 86,300 over that period and in mining and oil and gas 80,600.

Employment Rates in 2012



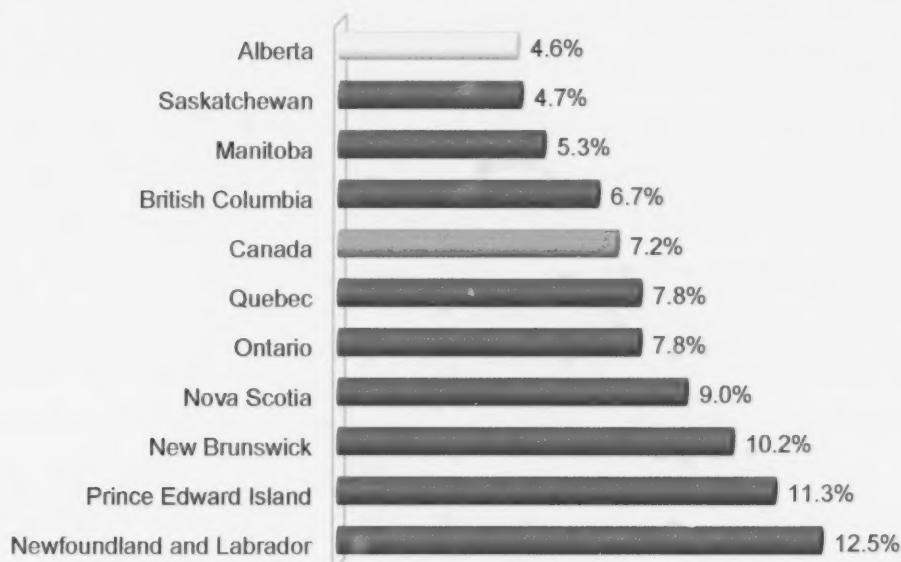
Source: Statistics Canada, *Labour force survey estimates (LFS), by sex and detailed age group* (Cansim table 282-0002)

^a The participation rate is the number of labour force participants expressed as a percentage of the population 15 years of age and over

^b The employment rate is the number of persons employed expressed as a percentage of the population 15 years of age and over

^c The unemployment rate is the number of unemployed persons expressed as a percentage of the labour force

Unemployment Rates in 2012



Source: Statistics Canada, *Labour force survey estimates (LFS), by sex and detailed age group* (Cansim table 282-0002)

Employment by Industry in 2012

Employment by Occupation in 2012

Industry	Thousands	Occupation	Thousands
Agriculture and forestry	59.9	Management occupations	161.6
Mining, oil and gas	173.5	Business, finance and administrative occupations	382.8
Utilities	20.7	Natural and applied sciences and related occupations	177.0
Construction	226.6	Health occupations	132.8
Manufacturing	138.5	Occupations in social science, education, government service and religion	154.4
Wholesale and retail trade	322.4	Occupations in art, culture, recreation and sport	45.2
Transportation and warehousing	116.4	Sales and service occupations	484.7
Finance, insurance and real estate	103.8	Trades, transport and equipment operators and related occupations	418.6
Professional, scientific and tech. services	157.9	Occupations unique to primary industry	125.2
Business, bldg. & other support services	72.9	Occupations unique to processing, manufacturing and utilities	67.2
Educational services	128.9	All occupations	2,149.6
Health care and social assistance	228.6		
Information, culture and recreation	71.1		
Accommodation and food services	133.3		
Other services	106.3		
Public administration	84.8		
All industries	2,149.6		

Sources: Statistics Canada, *Labour force survey estimates (LFS), by North American Industry Classification System* (Cansim table 282-0008); Statistics Canada, *Labour force survey estimates (LFS), National Occupational Classification for Statistics* (Cansim table 282-0010)

Alberta's overall unionization is estimated at 23.5%, which is the lowest in Canada. The highest rates of unionization are in the public sector (public administration, education, health and utilities). The unionization rate in the private sector is 11.7%.

According to Human Resources and Skills Development Canada, the estimated number of hours lost to labour disputes in Alberta in 2011 averaged about 1.3 hours per employed worker (excludes self-employed), compared to 1.0 hours per employed worker nationally.

Estimated Union Coverage in 2012

Sector	Total Employees (^{'000})	Unionized Employees (^{'000})	Percent Union Members
Agriculture	15.0		0.0%
Forestry, fishing, mining, oil and gas	160.8	18.3	11.4%
Utilities	20.6	9.4	45.6%
Construction	166.7	32.3	19.4%
Manufacturing	131.8	23.6	17.9%
Trade	295.9	35.3	11.9%
Transportation and warehousing	93.2	27.8	29.8%
Finance, insurance, real estate and leasing	84.7	5.7	6.7%
Professional, scientific and technical services	104.8	4.2	4.0%
Business, building and other support services	52.6	4.5	8.6%
Educational services	122.1	81.2	66.5%
Health care and social assistance	204.8	102.4	50.0%
Information, culture and recreation	60.4	12.9	21.4%
Accommodation and food services	124.2	4.4	3.5%
Other services	78.0	3.4	4.4%
Public administration	88.6	57.5	64.9%
<i>Public sector</i>	<i>365.5</i>	<i>255.6</i>	<i>69.9%</i>
<i>Private sector</i>	<i>1438.9</i>	<i>167.8</i>	<i>11.7%</i>
All Industries	1804.4	423.4	23.5%

Note: Excludes self-employed

Source: Statistics Canada, *Labour force survey estimates (LFS), employees by union coverage, North American Industry Classification System* (Cansim table 282-0078)

Skilled Labour

In 2012, 63.3% of the Alberta labour force, 25 years of age and older, reported holding a university degree, post-secondary diploma or certificate. This is slightly below the Canadian average of 67.2%.

Educational Attainment of Labour Force (25 years and older), Annual Averages, 2012

Educational Level	NL	PE	NS	NB	PQ	ON	MB	SK	AB	BC	CA
0 - 8 years	4.4%	3.5%	1.8%	3.4%	3.2%	1.7%	2.2%	2.0%	1.7%	1.1%	2.1%
Some high school	8.4%	10.2%	8.7%	8.5%	7.7%	5.6%	9.3%	8.6%	7.7%	6.0%	6.8%
High school graduate	14.9%	18.1%	16.0%	22.4%	14.4%	19.3%	21.7%	23.7%	22.3%	19.8%	18.7%
Some post-secondary education	3.8%	5.5%	5.0%	4.8%	4.2%	4.9%	7.2%	5.9%	5.0%	7.8%	5.2%
Post-secondary certificate or diploma	47.5%	39.2%	40.4%	41.0%	42.6%	35.5%	34.6%	36.2%	37.7%	34.8%	37.7%
University degree	21.1%	23.5%	28.1%	20.1%	27.9%	32.9%	25.0%	23.4%	25.6%	30.5%	29.4%

Source: Statistics Canada, *Labour force survey estimates (LFS), by educational attainment, sex and age group* (Cansim table 282-0004)

Wages and Salaries

Alberta wage and salary rates are competitive with the rest of Canada. Relative to the U.S., Alberta and the rest of Canada provide a cost advantage because of publicly funded health care.

General Minimum Wage Rate 2013

BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL
\$10.25	\$9.95	\$10.00	\$10.45	\$10.25	\$10.15	\$10.00	\$10.30	\$10.00	\$10.00

Alberta's minimum wage does not apply to those persons who serve liquor and receive tips. Their minimum wage remains at \$9.05.

Source: Government of Canada Labour Program (<http://srv116.services.gc.ca/dimt-wid/sm-mw/rpt1.aspx?lang=eng>)
 December 2013; Alberta Employment Standards Minimum Wage
 (<http://humanservices.alberta.ca/documents/minimum-wage.pdf>)

The *2011 Alberta Wage and Salary Survey* examined more than 200,000 full-time and part-time employees and covers over 400 occupations. It can be used to find information on wages and salaries for full-time and part-time employees in Alberta by occupation, geographic area and industry group. The complete survey can be found online at www.alis.gov.ab.ca.

2011 Alberta Wage and Salary Survey – Select Occupation by Industry

Occupation by Industry	Overall Average Hourly Wage
Accommodation and Food Services Industry (Including Tourism)	
Cooks	\$14.20
Food and Beverage Servers	\$9.75
Agriculture Industry	
General Farm Workers	\$16.42
Labourers in Food, Beverage and Tobacco Processing	\$13.94
Business, Building, and Other Support Services Industry	
Receptionists and Switchboard Operators	\$18.20
Residential and Commercial Installers and Servicers	\$26.15
Construction Industry	
Electricians (Except Industrial and Power System)	\$34.42
Plumbers	\$33.62
Construction Trades Helpers and Labourers	\$21.55
Educational Services Industry	
Secondary School Teachers	\$37.46
Elementary School and Kindergarten Teachers	\$36.12
Finance, Insurance, Real Estate and Leasing Industry	
Financial Auditors and Accountants	\$34.28
Insurance Agents and Brokers	\$29.13
Customer Service Representatives - Financial Services	\$16.08
Health Care and Social Assistance Industry	
Pharmacists	\$50.16
Registered Nurses (Nurse Practitioner)	\$40.20
Physiotherapists	\$40.94
Manufacturing Industry	
Industrial and Manufacturing Engineers	\$39.05
Mining and Oil and Gas Extraction Industry	
Welders and Related Machine Operators	\$32.25
Heavy Equipment Operators (Except Crane)	\$27.91
Steamfitters and Pipefitters	\$35.80
Oil and Gas Well Drilling Workers and Services Operators	\$32.17
Other Services (Repair, Personal and Related) Industry	
Automotive Service Technicians	\$29.99
Professional, Scientific and Technical Services Industry	
Mechanical Engineers	\$47.60
Computer Programmers	\$36.70
Civil Engineering Technologists and Technicians	\$36.23
Technical Writer	\$35.27
Lawyers and Quebec Notaries	\$53.73

Continued ...

Occupation by Industry	Overall Average Hourly Wage
Public Administration Industry	
Social Workers	\$37.32
Retail Trade Industry	
Retail Salespersons and Sales Clerks	\$14.30
Cashiers	\$11.86
Transportation and Warehousing Industry	
Shippers and Receivers	\$18.51
Truck Drivers	\$25.69
Wholesale Trade Industry	
Technical Sales Specialists	\$32.38
Purchasing and Inventory Clerks	\$21.44

Source: Alberta Human Services

The Alberta Workers' Compensation Board (WCB) has taken major steps over the past several years to improve operations and reduce accident claims. Alberta's 2013 average premium rate of \$1.12 per \$100 of insurable earnings remains the lowest in Canada, considerably lower than the next lowest rate of New Brunswick, where the average premium charged is \$1.44.

Workers Compensation Board Premiums – 2013

Assessment Rates* Per \$100 Payroll

BC	AB	SK	MB	ON	PQ	NB	NS	PE	NL
\$1.62	\$1.12	\$1.58	\$1.50	N/A	\$2.08	\$1.44	\$2.65	\$1.97	\$2.75

*Provisional rates.

Source: Association of Workers' Compensation Boards of Canada

Employment Standards

The majority of employees in the province are covered by the Alberta *Employment Standards Code*, which establishes minimum employment standards for employers and employees. The code stipulates minimum standards in areas such as:

1. Hours of work, payment of earnings and overtime pay

- In general, the maximum workday is 12 hours long.
- An employer must allow employees one day of rest for each week of work. Employees cannot be required to work more than 24 consecutive days unless the period is followed by at least four consecutive days of rest.
- Employees must be paid at least once a month and no later than 10 consecutive days after the end of each pay period.
- Time worked in excess of eight hours in a day or 44 hours in a week is considered overtime. Overtime is paid at a rate of at least 1.5 times the employee's regular wage. Employers and employees may enter into a written overtime agreement. With the agreement, instead of overtime pay, employees receive time off with regular pay equal to the number of overtime hours worked.

2. Vacation and vacation pay

- Entitlement to two weeks after each of the first four years of employment with pay
- Entitlement to three weeks after five consecutive years of employment

3. Minimum wage rate

- \$9.95 per hour, effective September 1, 2013. The minimum wage for liquor servers is \$9.05.

4. General holidays

- In Alberta, the following are statutory holidays: New Year's Day; Alberta Family Day; Good Friday; Victoria Day; Canada Day; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; and any other day designated as a general holiday by an employer.

5. Minimum termination notice requirements that employers must give

- one week for employment of more than three months, but less than two years
- two weeks for employment of two years or more, but less than four years
- four weeks for employment of four years or more, but less than six years
- five weeks for employment of six years or more, but less than eight years
- six weeks for employment of eight years or more, but less than 10 years
- eight weeks for employment of 10 years or more
- OR the wages the employee would have earned for the applicable period of notice

6. Maternity and Parental Leave

- A birth mother will be able to take up to 52 consecutive weeks of unpaid, job-protected leave from employment made up of 15 weeks maternity leave and 37 weeks of parental leave.
- Fathers and/or adoptive parents are also eligible for 37 consecutive weeks of unpaid, job-protected parental leave. Adoptive parents can take parental leave regardless of the age of the adopted child.
- Parental leave may be taken entirely by one parent or shared between two parents, but the total combined leave cannot exceed 37 weeks.
- Employees must have 52 weeks of consecutive employment with the employer to be eligible for maternal and/or parental leave. This requirement applies to full-time and part-time employees.

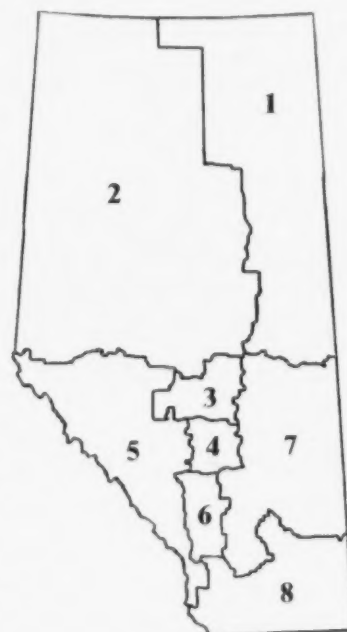
For additional information on Alberta employment standards go to
www.albertacanada.com/business/invest/employment-standards-and-labour-code.aspx.

Inventory of Major Alberta Projects

As of June 2013, the value of Alberta's major construction projects totalled \$202.8 billion. The Wood Buffalo-Cold Lake region accounted for one-half of that figure, followed by the Edmonton region at 16% and the Calgary region at 11%. The oil sands and infrastructure sectors represent the largest share of investments.

Alberta Major Construction Projects*

MAJOR CONSTRUCTION PROJECTS		JUNE	
Investment (\$ 000,000)		2012	2013
1) Wood Buffalo - Cold Lake		112,473.8	101,092.1
2) Athabasca - Grande Prairie		13,424.4	13,855.3
3) Edmonton Region		20,125.8	32,466.2
4) Red Deer Region		1,838.3	1,615.5
5) Banff - Jasper		1,481.2	1,684.4
6) Calgary Region		20,464.0	19,597.4
7) Camrose - Drumheller		2,984.2	1,928.7
8) Lethbridge - Medicine Hat		2,606.9	1,983.4
9) Other **		17,199.4	28,585.2
Total		192,588.0	202,818.2



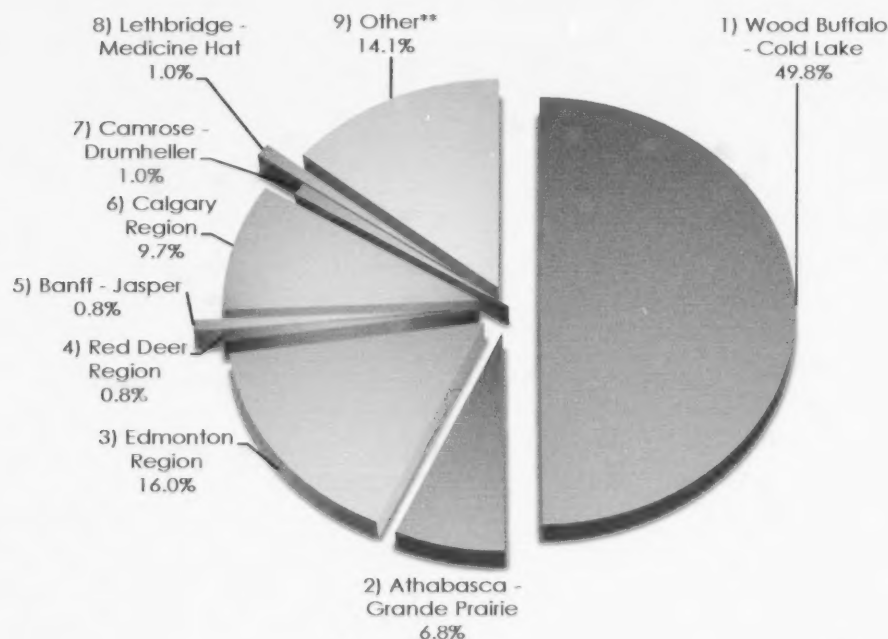
Notes:

* Includes projects valued at \$5 million or greater that are planned, underway, or have been recently completed.

** Other includes projects that cannot be allocated to a specific region, e.g., pipelines, highways, etc.

Source: Alberta Enterprise and Advanced Education, *Inventory of Major Alberta Projects*, June 2013

Alberta Major Construction Projects June 2013 Total \$202.8 billion



Transportation

Alberta's transportation infrastructure plays a critical role in the province's economy. The province's strength as a major exporter of primary commodities and manufactured products to the global marketplace is supported by a highly efficient and competitive transportation and logistics system.

Alberta has emerged as the western North America warehouse and distribution hub for Canada and the Pacific Northwest region of the United States. With direct connections to two of North America's largest highway trade corridors (CANAMEX and the Trans-Canada Highway), quick and efficient access to other provinces in Canada, and the southern U.S. and Mexican markets is available.



Distances to Major Markets (kilometres)

<u>Canada</u>	<u>Edmonton</u>	<u>Calgary</u>
Montreal	3,551	3,582
Regina	780	758
Saskatoon	523	610
Toronto	3,356	3,387
Vancouver	1,189	957
Winnipeg	1,295	1,326

<u>United States</u>	<u>Edmonton</u>	<u>Calgary</u>
Chicago	2,610	2,553
Dallas	3,175	2,991
Denver	2,045	1,765
Detroit	3,035	2,978
Los Angeles	2,745	2,460
Minneapolis	2,228	1,920
Portland	1,521	1,252
San Francisco	2,380	2,111
Seattle	1,298	1,067

Source: Household Goods Carrier's Bureau - Mileage Guide

Railways

Two transcontinental railway companies, Canadian National (CN) and Canadian Pacific Railway (CPR), service Alberta. Both companies provide highly efficient and competitive service in the movement of export commodities such as petrochemicals, forest products, grain, coal, fertilizers and sulphur to major ports, and throughout the U.S. and Mexico. A modern network of intermodal terminals is strategically located at Vancouver, Prince Rupert, Prince George, Calgary, Edmonton, Regina, Saskatoon, Winnipeg, Thunder Bay, Dryden, Toronto, Mississauga, Brampton, Montreal, Moncton and Halifax for movement of containerized cargo to the United States and international markets.

Highways

Alberta has more than 31,000 km of provincial highways that form an extensive network throughout the province. Nearly 27,300 km are paved and 3,800 km are gravelled. Alberta's provincial highway network connects Alberta to the North American highway system and provincial highways in the province have good pavement conditions.

Alberta is enhancing its section of the Canada, America and Mexico (CANAMEX) corridor, which links the three countries and stretches about 6,000 km from Anchorage, Alaska to Mexico City, Mexico. The goals of the CANAMEX corridor are to improve access for the north-south flow of goods and people; increase transport productivity and reduce transport costs; promote a seamless and efficient inter-modal transport system; and reduce administration and enforcement costs through harmonized regulations.

Air Service

Alberta has a network of 85 international, regional, and paved community airports. The province is home to several air taxi, commuter, airline and special flight operations. Alberta also has ambulance, forest fire suppression, agriculture crop spraying, aerial mapping and remote sensing, corporate aviation, recreational flying and flying education services.

Both Calgary and Edmonton feature world-class international airports providing Alberta with some of the best national and international connections in Canada. These airports have 24-hour cargo services, modern cargo terminals and U.S. pre-clearance facilities. They are used by major international airlines and provide direct passenger and cargo services to many North American and international destinations. They are also the major gateways to northern Canada.

Calgary International Airport, which serves as a hub for air traffic in the prairies, has the largest civil aviation runway in Canada measuring 3,863 metres. In 2012 it was Canada's fourth-busiest airport by passenger volume, handling 12.8 million passengers. Calgary International Airport's passenger growth over the past five years is 8.1%. Calgary International Airport is the only Canadian airport strategically located on the crossroads of the TransCanada (east-west) and CANAMEX (north-south) Highways.

The Edmonton International Airport is Canada's most northerly 24-hour international airport. It is Canada's fifth busiest airport with movement of 6.7 million passengers in 2012. From 2007 to 2012 Edmonton International's passenger growth was 14.7%. The Edmonton International Airport is the second-largest airport in Canada measured by landmass, comprising an area of over 7,000 acres. Strategically located, Edmonton International Airport is conveniently situated adjacent to the major highway linking Edmonton and Calgary.

Post-Secondary Education

Alberta's post-secondary system has 26 publicly-funded institutions, including universities, technical institutes and public colleges. In 2011-2012 Alberta's universities had 156,400 full- and part-time students. Close to 270,000 full- and part-time students were enrolled in the public post-secondary education system. In addition, Alberta has around 70,400 registered apprentices in 50 trades.

Enrolment in Publicly Funded Post-Secondary Institutions: 2011-2012

	Full Time Students	Part Time Students	Total Students ¹	Full Load Equivalents (FLEs) ²
University of Alberta (including Augustana)	36,471	5,603	42,344	34,589
University of Calgary	29,302	4,842	34,144	27,722
University of Lethbridge	8,032	1,308	9,340	6,894
Athabasca University	4,904	34,380	39,284	7,875
Comprehensive Academic and Research Institutions	78,854	43,971	122,825	77,079
Grant MacEwan University	13,511	5,350	18,861	11,465
Mount Royal University	11,907	3,705	15,612	11,030
Baccalaureate and Applied Studies Institutions	25,417	9,043	34,460	21,495
Northern Alberta Institute of Technology (NAIT)	20,701	5,869	26,570	13,078
Southern Alberta Institute of Technology (SAIT)	16,969	8,875	25,844	11,987
Polytechnical Institutions	37,654	14,709	52,363	25,065
Bow Valley College	3,816	5,767	9,583	4,825
Grande Prairie Regional College	2,950	872	3,822	1,929
Keyano College	1,977	892	2,869	1,331
Lakeland College	3,314	4,082	7,396	2,216
Lethbridge College	5,090	1,413	6,503	4,177
Medicine Hat College	2,974	2,451	5,425	2,482
NorQuest College	3,927	2,892	6,819	4,086
Northern Lakes College	1,293	640	1,933	1,128
Olds College	1,521	944	2,465	1,286
Portage College	1,211	2,149	3,360	1,006
Red Deer College	5,473	1,122	6,595	3,628
Comprehensive Community Institutions	33,296	22,681	55,977	28,095
Ambrose University College	500	124	624	417
Canadian University College	496	117	613	452
Concordia University College of Alberta	1,461	216	1,677	1,242
St. Mary's University College	535	120	655	442
The King's University College	629	84	713	549
Independent Academic Institutions	3,621	652	4,273	3,103
Alberta College of Art and Design	1,166	157	1,323	996
The Banff Centre ³	3,335	N/A	3,335	543
Specialized Arts and Culture Institutions	4,501	157	4,658	1,539
TOTAL	182,584	86,197	268,781	156,376

Notes.

- ¹ This is the total unduplicated headcount and may not equal the sum of the institutional totals as a learner can attend more than one institution.
- ² An FLE (full-load equivalent) represents one learner taking a full course load for a standard year of study. FLEs allow for comparisons across program types

3. Enrolments for the Banff Centre are not reported through the Learner Enrolment Reporting System. The FLE and headcounts are the enrolments in the Banff Centre's Arts programs. All enrolments are full-time. The Banff Centre also offers programming that is not considered credit instruction; however, the institution is publicly funded.

Source: Alberta Enterprise and Advanced Education, *Facts and Figures*, 2012.

Alberta Universities and Technical Institutes



The University of Alberta (U of A) in Edmonton is one of Canada's top teaching and research universities, with an international reputation for excellence across the humanities, sciences, creative arts, business, engineering and health sciences. With more than 39,000 students and 15,000 faculty and staff, the university offers close to 400 undergraduate, graduate and professional programs in 18 faculties on five campuses – including one rural and one francophone campus.

The U of A is the largest research institution in the province and ranks among the top Canadian universities in annual sponsored research funding. In 2011/2012, the U of A generated more than \$460 million in research revenue.

Significant achievements include securing three of 18 Canada Excellence Research Chairs (CERCs), more than any other university. The value of each CERC award is \$10 million over seven years. As well, the U of A has 45 Tier 1 Canada Research Chairs and 45 Tier 2 Canada Research Chairs; the current annual value of these awards is \$13.5 million.

Full-Load Equivalent Enrolment* By Faculty, 2011-2012

Agricultural, Life and Environmental Sciences	1,706
Arts	5,960
Augustana	872
Business	2,208
Campus Saint-Jean	484
Education	3,764
Engineering	5,070
Law	550
Medicine and Dentistry	2,068
Native Studies	101
Nursing	1,489
Open Studies	549
Pharmacy and Pharmaceutical Sciences	558
Physical Education and Recreation	1,029
Rehabilitation Medicine	993
Science	6,952
<i>Undergraduate Studies total</i>	<i>27,522</i>
<i>Graduate Studies total</i>	<i>7,067</i>
Total	34,589

*The full-year FLE enrolment is a load-based count; a student taking the normal full year's load generates 1.0 FLE.

Source: University of Alberta, *University of Alberta Data Book*, 2012-2013

In 2011-2012, TEC Edmonton worked with eight spinoff companies and four U of A pre-incorporated projects. Also reported were:

- 133 inventions,
- 31 patents,
- 19 licenses / options to use technologies, and
- \$909,956 in total licensing revenue

For Further Information:

Marketing and Communications
University Relations
6th Floor, General Services Building
University of Alberta,
Edmonton, Alberta
Canada T6G 2H1

Phone: 780-492-2325

Website: www.ualberta.ca



The University of Calgary (U of C) is Canada's leading next-generation university – a living, growing and youthful institution that embraces change and opportunity with a can-do attitude in Canada's most enterprising city.

Founded in 1966, the University has a clear strategic direction – *Eyes High* – to become one of Canada's top five research universities by 2016, grounded in innovative learning and teaching, and fully integrated with the community of Calgary. Supporting industry and businesses locally, nationally and internationally, the University of Calgary strives to serve the community and reflect its values, while working to find solutions to some of the most challenging problems facing society today.

Full-Time Students by Faculty 2012-2013

Combined Degree students*	753
Arts	8,307
Education	2,107
Environmental Design	303
Haskayne School of Business	3,420
Interdisciplinary Graduate Program	32
Kinesiology	828
Law	369
Medicine	1,554
Nursing	1,187
Open Studies	1,764
Schulich School of Engineering	4,362
School of Public Policy	51
Science	5,895
Sustainable Energy Development	58
Social Work	778
Veterinary Medicine	194
Undergraduate Studies total	23,811
Graduate Studies total	5,349
Total	32,031

*Combined degree students are registered in degree programs in two or more faculties.

Source: University of Calgary, *Fact Book 2012-2013*

For Further Information:

Communications Office
Administration 113
University of Calgary
2500 University Drive NW
Calgary, Alberta, Canada T2N 1N4
Phone: 403-220-2920
Website: www.ucalgary.ca

The U of C houses 71 Canada Research Chairs, 53 Royal Society Fellows and more than 85 research institutes and centres building knowledge in areas from health, social sciences and business to energy and the environment. In 2012, the university had \$266.2 million in research income.

The university serves students in 14 faculties with over 200 undergraduate, graduate and professional degree programs, and has more than 450 student athletes. The university also has a satellite campus in the Middle East, the University of Calgary – Qatar. There are 1,800 faculty and 3,000 staff and the university has a \$7.9 billion impact in Calgary. The university's alumni family is 152,000 strong in 151 countries.

In 2012, the University of Calgary developed a new International Strategy to identify the specific goals, strategies and tactics required to harness, focus and intensify this activity so that the university becomes known as a global intellectual hub.



MacEwan inspires its students with a powerful combination of academic excellence and personal learning experiences. The university provides a transformative education in a creative, collaborative and supportive learning environment.

The university offers students opportunities for success with 27 undergraduate degree programs, two applied degrees, five university transfer programs and 48 one- and two-year diploma and certificate programs. In addition, the university offers preparation for university and college, English as a Second Language, professional and personal development courses and workshops, corporate training and is home to the Alberta College Conservatory of Music.

MacEwan University instructors are focused on teaching first, but many are also engaged in groundbreaking, internationally recognized research and scholarly and artistic activity. This research informs and enhances high-quality teaching and curriculum, and by integrating their research into the classroom, faculty also create opportunities for student involvement in research – a rare opportunity in many undergraduate universities.

In the Globe & Mail's 2013 Canadian University Report, MacEwan University ranked first out of 16 universities (with 4,000 to 10,000 students in degree programs) in the categories of Most Satisfied Students, Student/Faculty Interaction, Instructor's Teaching Style, Quality of Teaching and Learning, Class Size and Buildings and Facilities.

Additional information:

Grant MacEwan University
P.O. Box 1796
Edmonton, Alberta T5J 2P2
Phone: 780-497-5040
Website: www.MacEwan.ca



Athabasca University (AU) is leading the future of learning as Canada's premier online distance university. In 2011-2012 AU served over 40,000 students and offered over 850 courses in more than 55 undergraduate and graduate programs in a range of arts, science and professional disciplines. Like most Canadian universities, AU provides post-secondary learning opportunities for Albertans, other Canadians and students around the world. We are unique, however, in guaranteeing access to university level study to a broad range of non-traditional students: anyone age 16 or over is eligible for admission to undergraduate study.

AU offers the following: nine graduate degrees in Education (Distance), Business Administration, Arts (Integrated Studies), Counselling, Health Studies, Nursing and Science (Information Systems) as well as 22 undergraduate certificate and diploma programs in Arts, Commerce, General Studies, Health Administration, Human Resources and Labour Relations, Management, Nursing, Professional Arts, Science and Science in Computing and Information Systems. AU programs are predominantly available through individualized study. Course materials are designed specifically for online distance learners.

AU employs over 1,350 faculty and staff members on four campuses located in Athabasca, St. Albert, Edmonton and Calgary. AU maintains over 350 collaborative agreements with other Canadian and international post-secondary institutions, with professional associations and employer groups, and with First Nations institutions and communities.

Additional Information:

Athabasca University
1 University Drive
Athabasca, Alberta T9S 3A3
Phone: 1-800-788-9041
Website: www.athabascau.ca



The Northern Alberta Institute of Technology (NAIT), Alberta's third largest post-secondary educational institution, is one of Canada's leading polytechnics with almost 80,000 registrations. NAIT offers hands-on, technology-based education in four areas: science, technology and the environment, business, health and trades. With more than 140 credit programs leading to degrees, applied degrees, diplomas and certificates, NAIT is essential to Alberta's economy.

NAIT engages with business and industry in applied research and innovation, and provides corporate training around the world. Over 90 per cent of graduates report finding employment within nine months of graduating from full-time programs.

NAIT is one of the largest apprenticeship trainers in Canada, offering 33 apprenticeship trades, and has the capacity to train over 15,000 apprentices annually in Edmonton. As well, NAIT provides more than 1,400 continuing education courses in credit and non-credit programs. NAIT enrolled its first students in 1962.

Additional Information:

Northern Alberta Institute of Technology
11762 – 106 Street
Edmonton, Alberta T5G 3H1
Phone: 1-877-333-NAIT
Website: www.nait.ca



SAIT Polytechnic delivers relevant, skill-oriented education to 75,000 registrants annually. SAIT offers two baccalaureate degrees, four applied degrees, 66 diploma and certificate programs, 32 apprenticeship trades, English language foundations, academic upgrading and 1,600 continuing education and corporate training courses. SAIT works closely with industry to ensure graduate success. The class of 2011 has a 94% employment rate.

Established in 1916, SAIT recently completed the largest expansion in its history: construction of a \$400 million Trades and Technology Complex with the potential capacity for 3,600 full-time training spaces.

SAIT was a founding sponsor of World Skills Calgary 2009 and is a leader in applied research and innovation, providing expertise and resources to industry and real-world learning experiences to students.

SAIT is a member of Polytechnics Canada and one of Alberta's Top 60 Employers for 2013.

Additional Information:

SAIT Polytechnic
1301 – 16 Avenue NW
Calgary, Alberta T2M 0L4
Phone: 1-877-284-SAIT (7248)
Website: www.sait.ca



Alberta's Destination University, the **University of Lethbridge** is one of Canada's most influential research universities, and is committed to providing undergraduate and graduate students with an unparalleled university experience.

Each year, approximately 8,300 students attend the U of L's campuses in Lethbridge, Calgary and Edmonton. With more than 150 degree/program options, the U of L offers relevant, progressive programs; small class sizes; state-of-the-art facilities and world-class learning opportunities.

The U of L is recognized on the national stage as one of Canada's top-three undergraduate institutions (2013 Maclean's University Rankings), and is Canada's Research University of the Year (2012), Undergraduate Category (RESEARCH Infosource).

Additional Information:

The University of Lethbridge
4401 University Drive
Lethbridge, Alberta T1K 3M4
Phone: 403-320-5700
Website: www.uleth.ca



Mount Royal University is Canada's oldest new undergraduate university. Established in 1910 and building on 100 years of academic excellence, Mount Royal received permission from the Government of Alberta in September, 2009 to change its name from Mount Royal College to Mount Royal University. Mount Royal's programs combine liberal and applied studies for more than 13,000 students each year, providing individual fulfillment, opportunities for further studies and employment to its graduates.

Mount Royal offers more than 60 degree, applied degree, diploma and certificate programs through seven faculties: Faculty of Arts, Bissett School of Business, Faculty of Communication Studies, Faculty of Health and Community Studies, Faculty of Science and Technology, Faculty of Teaching and Learning, and the Mount Royal University Conservatory. The Faculty of Teaching and Learning—unique in Canada—also enables faculty to conduct teaching-learning research, participate in scholarly exchanges and enrich their teaching skills.

The University is home to research-focused institutes including the Institute for Non-profit Studies, the Integrative Health Institute and the Institute for the Scholarship of Teaching and Learning. A new Centre for Child Well-Being and a Criminal Justice Research Lab were both launched in 2009.

More information:

Mount Royal University
4825 Mount Royal Gate SW
Calgary, Alberta T3E 6K6
Telephone: 403-440-6111
Website: www.mtroyal.ca

Public and Private Colleges

Alberta has an extensive network of public and private accredited colleges. These institutions offer academic upgrading, job readiness, apprenticeship, certificate, diploma, university transfer and applied degree programs. Alberta's 12 public colleges include:

- Alberta College of Art and Design (Calgary)
- Bow Valley College (Calgary)
- Grande Prairie Regional College (Grande Prairie)
- Keyano College (Fort McMurray)
- Lakeland College (Lloydminster, Vermilion, Sherwood Park)
- Lethbridge College (Lethbridge)
- Medicine Hat College (Medicine Hat, Brooks)
- NorQuest College (Edmonton, Stony Plain, Wetaskiwin)
- Northern Lakes College (Grouard, Slave Lake)
- Olds College (Olds)
- Portage College (St. Paul, Cold Lake, Lac La Biche)
- Red Deer College (Red Deer)

The Campus Alberta Quality Council (CAQC) reviews all proposals for new degree programs from both public and private institutions to ensure they are of high quality before they are approved. The Council also conducts periodic evaluations of approved degree programs to ensure that quality standards continue to be met. Alberta has five private colleges accredited to grant specific academic degrees at the university level. These include:

- Ambrose University College (Calgary)
- Canadian University College (Lacombe)
- Concordia University College of Alberta (Edmonton)
- The King's University College (Edmonton)
- St. Mary's University College (Calgary)

In addition, The Banff Centre is a publicly funded institution that provides advanced continuing education opportunities in fine arts, management studies, language training and environmental training for people who already have academic credentials and/or professional experience in their discipline.

Educational Support

Alberta's education system continues to be among the best in the world and is staying at the forefront by providing students with the tools they need to achieve their potential. The Alberta Government continues to make significant investments in schools, universities, colleges and technical institutes, so they can provide high quality and affordable education.

The Alberta's per student and per capita spending on basic education continues to be among the highest in Canada. Provincial funding for K-12 in 2013/14 is \$7.0 billion. Of that, \$6.13 billion provides operating support to school boards and other educational support to manage current initiatives, giving the province the flexibility to address local education needs. Alberta's booming population is putting pressure on Alberta's education system. In response, the provincial government is fully funding enrolment increases and is building more schools across the province to accommodate the population growth. Government is also increasing funding to keep class sizes down, with a focus on Kindergarten to Grade 3, where studies show that small class sizes make the most difference.

Alberta is planning for the future by building and modernizing schools across the province. Budget 2013 includes \$1.4 billion over the next three years for capital projects, including over \$500 million to support the Premier's commitment to build 50 new schools and modernize 70 existing ones. There are currently over 44 new schools and school modernization projects underway across Alberta. More information on Alberta's K-12 education system can be viewed at <http://education.alberta.ca/home.aspx>.

In 2011/12, the Government of Alberta provided almost \$2.3 billion for operating support to post-secondary institutions and \$76 million to support maintenance and renewal of post-secondary facilities. The new SAIT (Southern Alberta Institute of Technology) Trades and Technology Complex and the Bow Valley College downtown campus (Calgary) opened in 2012-13. An additional \$229 million was provided in job training and other employment supports for Albertans.

The Government of Alberta is committed to encouraging and rewarding the excellence of Alberta students by offering scholarships through the Achievement Scholarship program, the Alberta Heritage Scholarship Fund, and need-based bursaries.

In 2012/2013, more than 58,000 students received a total of \$748 million in federal and provincial loans and grants through the Student Aid Alberta program. Student Aid Alberta has significantly reduced barriers to post-secondary students by relaxing eligibility criteria and improving services and supports. Parental contributions, RRSPs, and part-time earnings have been eliminated as eligibility criteria. Eligibility for loans and grants for part-time students has also been expanded.

The cost of borrowing has been reduced by eliminating interest from being charged on provincial student loans during the six-month Grace Period before repayment begins. Students with provincial loans who move to part-time studies will also continue to benefit from interest-free status – which

means no interest is charged and payments are not required. To improve communications and services for students, the Government of Alberta has launched a new website, www.studentaid.alberta.ca, and implemented the Student Aid Alberta Service Centre that provides student aid recipients with quality call centre service including expanded hours and better response times.

The Government of Alberta is committed to encouraging and rewarding the excellence of Alberta Students by offering scholarships through the Achievement Scholarship program, the Alberta Heritage Scholarship Fund and need-based bursaries.

The Alberta government established the Achievement Scholarships program in 2000 to recognize the excellence of Alberta students. This program includes the Jason Lang Scholarship, the Jimmie Condon Athletic Scholarship, the Queen Elizabeth II Graduate Student Scholarship and many other awards. Since inception, these scholarships have provided close to \$312 million to more than 200,000 recipients and continue to be offered over a decade later.

The Alberta Heritage Scholarship Fund, which was established in 1980, was designed to stimulate the pursuit of excellence by rewarding outstanding achievement and encouraging and assisting Albertans to achieve their fullest potential. The scholarships and awards support Albertans in many areas including academics, the arts, community involvement and athletics. Since 1981 this fund has provided over \$562 million to more than 310,000 recipients.

Alberta Scholarship Programs currently administers approximately 60 different scholarships. In 2012/2013, nearly \$74 million was awarded in scholarships to nearly 38,500 learners.

In July 2011 the Government of Alberta created the Duke and Duchess of Cambridge Scholarship to commemorate the Royal Couple's visit to Alberta. The scholarship recognizes the exceptional achievements of post-secondary students who have overcome significant challenges in their lives. The program will award up to 25 students based on their outstanding academic performance.

Research and Development Community

Alberta has an excellent science and research infrastructure (including people, knowledge, equipment, and facilities) that forms the basis for the development, adoption and commercialization of new technology, products and processes that are recognized and sold globally.

Prior to 2010 Alberta research organizations operated as individual groups. They have been consolidated into one organization -- Alberta Innovates (www.albertainnovates.ca) -- creating five new organizations that will further build on Alberta's strengths in the health, energy and environment, technology and bio sectors.

The new organizations include:

- Alberta Innovates – Bio Solutions: <http://bio.albertainnovates.ca/>
- Alberta Innovates – Energy and Environmental Solutions: <http://www.ai-ees.ca/>
- Alberta Innovates – Health Solutions: <http://www.aihealthsolutions.ca/>
- Alberta Innovates – Technology Futures: <http://www.albertatechfutures.ca/>
- Alberta Innovates – Alberta Research and Innovation Authority: <http://aria.albertainnovates.ca/home/introduction>

With its new Alberta Innovates research and innovation system and its Action Plan for Bringing Technology to Market, Alberta provides an attractive platform for companies to accelerate innovations into the global marketplace.

The Alberta Innovates agencies seek solutions in key priority areas of Health, Energy and the Environment and Bio-industries. They are supported by research and development-focused information and communications technology, life science and nanotechnology organizations, and a new Technology Futures agency dedicated to supporting company creation and growth in emerging industries and markets.

Alberta offers a supportive business climate with its Scientific Research and Experimental Development tax credit program, Innovation Vouchers program and the Alberta Enterprise Corporation, which will help attract venture capital investments to Alberta.

The Government of Alberta's Connector Service provides one-window access to Alberta's research and innovation community. It offers innovative businesses, entrepreneurs, researchers, investors and business service providers a helping hand to guide them through Alberta's research and innovation system. Contact the Alberta Innovates Connector Service at 1-877-828-0444 or connector@albertainnovates.ca.

Alberta's Research and Innovation System

The Government of Alberta is committed to a research and innovation agenda that improves the lives of Albertans and the provincial economy by focusing Alberta's publicly-funded system on three key outcomes: effective resource and environmental management; a broadened economic base; and resilient, healthy communities. Alberta's research and innovation system is guided and supported by the Government of Alberta, and includes Alberta Innovates, Campus Alberta and sector-focused agencies, along with industry.

Research Funding at Campus Alberta

Alberta's research universities rank among the best in Canada in terms of sponsored research revenue, an indicator of excellence and capacity. In 2011/2012, these universities received \$759.6 million in sponsored research funding, an increase of 5.6% over 2005/2006 sponsored research funding amounts. Since 2006/2007, they have received a total of \$4.7 billion in sponsored research funding. Alberta's colleges and technical institutes received \$26.3 million in sponsored research revenue from all sources in 2011/2012.

Since 1999/2000, funding from the most significant sources has more than doubled. For example, provincial government funding for Campus Alberta research was over \$226 million in 2011/2012, a firm indication of Alberta's commitment towards science and innovation. In 2011/2012 Alberta post-secondary institutions reported over \$105 million in sponsored research revenue from Alberta Innovates corporations to support research in health, agriculture, forestry, energy, the environment and technology platforms.

In addition, the province, through the Research Capacity Program, committed \$30 million in 2012/2013 to build research infrastructure capacity in Campus Alberta that provides leading edge technology for researchers and graduate students.

Alberta Innovation and Advanced Education
5th Floor, Commerce Place
10155 - 102 Street
Edmonton, AB T5J 4L6

Telephone: 780.427.0310
Fax: 780.422.2091

Website: www.albertacanada.com

You can access the Facts on Alberta and the following related department publications on the Internet at:

<http://albertacanada.com/business/statistics-and-publications.aspx>

- Alberta Oil Sands Industry Quarterly Update
- Inventory of Major Alberta Projects
- Highlights of the Alberta Economy
- Alberta Oil and Gas Industry Quarterly Update
- Economic Commentaries

© 2014 Government of Alberta

ISBN: 978-1-4601-1587-9 (PDF)

ISSN: 1911-2521 (Online)

Printed in Canada